

The Profile

SPRING 2014



CURRENT STATE OFFICERS

President	Jamie Roddey, PLS
President-Elect	Lorraine Knight
Vice President	Jan Dear
Executive Secretary:	Sherry Clark Baran
Treasurer:	Barry Pickreign

CURRENT CHAPTER PRESIDENTS

Metro LPA	Renee Dean
Gulf Coast ALSP	Barry Pickreign
Pine Belt LP	Lorraine Knight
Greenwood LPA	Cindy Brown
Jackson LPA	Stacey Jackson

Jeannie Shaw, Certified PP, PLS
Profile Editor



PRESIDENT'S REPORT

When you installed me as your President last May, I challenged you to enforce and utilize the basic building blocks of our association - retain current members, recruit new members, continue to educate ourselves, utilize the wonderful networking capabilities this association affords our members, and continue your generous giving (your time, your talents, and your resources), all of which you have done. You will never know the depth of my appreciation for that dedication on your part. The members of the Mississippi Legal Professionals Association are the greatest in the nation with their **dedication as volunteers, adherence to rules and regulations and our Code of Ethics, participation in legal education and seminar offerings, and continuing the great networking and life-long friendships cultivated through our membership.**

May I challenge you to be that same member as you support Lorraine in her Presidency this coming year. She is going to make us a great leader but will require all the wonderful support you have given me and others in past years. I know you will do that because this is your family and the major support system for many of us. This past February marked 40 years of my membership in this wonderful association. Other than church, family, and work this affiliation has been the longest continuous relationship of my life. Many of my most cherished friends have been the result of this membership. Oh, how grateful I am!

Besides personal growth this association has provided vast educational opportunities for professional growth which have enabled me to be a better legal support professional and perform a better job for my employer. All of these wonderful assets have come at a very low financial outlay for me, when the benefits are weighed against the real cost. I have no regrets for any of my personal funds expended in support of this association, and I know you share my feelings.

By the time this is distributed the Hot Coffee Hunts for Heroes Country Fair on April 26, 2014, may have already passed. In the event it has not yet occurred, please contact Reba, let her know you are available and ready to assist and perform whatever duties are needed to make this effort a huge success. It is going to take ALL of us working in unison to get this job done.

Please be on the campus of Jones County Junior College in Ellisville early on the morning of April 26, or even better come Friday evening and help get things set up.

Remember our Annual Meeting May 30, 31, and June 1, 2014, in Pearl. Karen and Anita have worked diligently to ensure a great conference for us. Come and be a part of this “family reunion”.

Again, I want to thank you all for entrusting the leadership of our association to me this year. I have truly enjoyed working with you all, sharing your ideas and visions, and seeing projects initiated and completed. You all are the best!

Jamie Roddey, PLS
April 2, 2014

PRESIDENT-ELECT’S REPORT



I want to thank President Jamie Roddey, PLS, for her service and leadership as president of Mississippi Legal Professionals. It has been a honor and a privilege to serve as your President Elect.

As we begin a new year, I look forward to serving each and everyone of you as your president. I want to see our association grow in membership and service to one another. We are here for each other. Please feel free to offer any suggestions to improve our association.

My theme for the year is Pressing Forward in Unity. Without our association being unified, we will fail to grow and we will fail one another both professionally and personally. Let me know how I can help your chapters and each of you personally. I am here to serve you. Working together we will make this a great year for Mississippi Legal Professionals Association.

Love and friendship to you all
Lorraine Knight
President Elect 2014



Mississippi Legal Professionals Association

March 26, 2014

Reply to:

Karen Shearer
4013 Brighton Cove
Brandon, MS 39042
(601) 955-3632

2013-2014 OFFICERS

Jamie Roddey, PLS, President
Lorraine Knight, President-Elect
Janice Dear, Vice President
Sherry Clark-Baran, Secretary
Barry Pickreign, Treasurer
Karen Shearer, Parliamentarian
Reba Peden, Executive Advisor

Dear Past Presidents:

On the weekend of May 30-June 1, we are celebrating the 2014 annual meeting of the Mississippi Legal Professionals Association. The meeting will be held in Pearl, Mississippi at the Trustmark Park Holiday Inn. A block of rooms has been reserved at the hotel at a rate of \$89.00 per night (king or double). This block is good through May 15, 2014, but we recommend that if you will need lodging, you book early inasmuch as we have learned that Florida Georgia Line will be at Trustmark Park on May 31. That concert could impact lodging availability at the Holiday Inn.

Our theme for the meeting is "*Pressing Forward in Unity*." Friday evening will provide an opportunity for CLE which will be followed by a social event – Krazy Karaoke. On Saturday, we will have a welcome breakfast, a leadership meeting, and our traditional "Certification" luncheon to recognize those members who have received their NALS certification. Past President/Now Attorney Patti Gandy will be our guest speaker at the Certification luncheon. The annual meeting will be held after lunch. There will be some "free" time between the annual meeting and the evening activities (President's Reception and the Installation and Awards banquet). We will conclude the weekend session with a Farewell Breakfast and the new Board meeting on Sunday.

We hope that you will make your plans to join us, as it is always special when our "past presidents" are in attendance. As noted by Billie Ruddick a few years ago, some things have changed over the years, but we still have lots of fun and fellowship at our annual meetings. Mark your calendars and plan to attend.

I am attaching copy of the registration form. Please let me know whether you will be able to join us for any portion of the weekend activities.

I'm looking forward to seeing you in May!

Yours very truly,

A handwritten signature in blue ink that reads "Karen".

Karen Shearer

Co-chairman, MSLPA Annual Meeting Committee

Enc.

NOTICE OF MEETING

TO: EXECUTIVE COMMITTEE CHAIRS, LOCAL CHAPTER DIRECTORS
AND MEMBERS-AT-LARGE

The 2014 Annual Membership Meeting of Mississippi Legal Professionals Association for the fiscal year 2014 - 2015, will be held at Trustmark Park Holiday Inn in Pearl, Mississippi, from 1:15 p.m. – 3:30 p.m. on May 31, 2014. The Meeting Registration will commence at 8:00 a.m.

REPORTS

OFFICERS AND COMMITTEE CHAIRS: You are requested to prepare brief, single-spaced, typewritten reports, on 8 1/2" by 11" paper. Please submit the original and one copy of your report to the President and a copy to the Executive Secretary. The deadline for receipt of reports to be presented at this meeting is May 10, 2014.

DIRECTORS

DIRECTORS: Since this is a membership meeting the certification form for Alternate Director is not being attached.

So noticed, this 18th day of April, 2014.

Sherry Clark Baran
EXECUTIVE SECRETARY

Address: 7945 Martin Bluff Road
Gautier, MS 39553

Email: sherrybaran@gmail.com

President: Jamie Roddey, PLS
Address: 195 Flem Phillips Road
Laurel, MS 39440

Email: jamieroddey@yahoo.com
Jamie@sst-lawoffice.com

CERTIFICATION OF ELECTION OF DIRECTOR

THIS IS TO CERTIFY THAT:

(Name)

(Mailing address)

a member of _____
(Local chapter)
has been duly elected **Director** of said local chapter to hold office for a term of one year, said term to commence at the close of the Annual Meeting and to end at the close of the following Annual Meeting. Said **Director** officially takes office at the first meeting of the Board of Directors for fiscal year 2014 to 2015.

LOCAL CHAPTER RECORDING SECRETARY

DATED April 18, 2014.

INSTRUCTIONS: (1) Submit original to the Executive Secretary at:

Sherry Clark Baran, Executive Secretary
7945 Martin Bluff Road
Gautier, MS 39553

(2) Submit copy to State President at:

Jamie Roddey, PLS, President
195 Flem Phillips Road
Laurel, MS 39440
Email: jamieroddey@yahoo.com or Jamie@sst-lawoffice.com

**DIRECTORS MUST BE CERTIFIED BY APRIL 20;
CERTIFICATION TO BE MAILED TO EXECUTIVE SECRETARY**



Pressing Forward in Unity

2014 Annual Meeting
Mississippi Legal Professionals Association
Trustmark Park Holiday Inn
Pearl, Mississippi
May 30-June 1, 2014



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TENTATIVE SCHEDULE

FRIDAY, MAY 30

5:00 p.m.	Registration
5:30 p.m. - 8:00 p.m.	Seminar
8:00 p.m. - 11:00 p.m.	Social - Krazy Karaoke

Hospitality room will be open from 11:00 p.m. until midnight

SATURDAY, MAY 31

8:00 a.m.	Registration
8:30 a.m. - 9:15 a.m.	Welcome Breakfast
9:30 a.m. - 11:30 a.m.	Leadership / CLE session
11:45 a.m. - 1:00 p.m.	Certification Luncheon
1:15 p.m. - 3:30 p.m.	Annual meeting
6:30 p.m.	President's reception
7:00 p.m.	Awards Banquet and Installation

Hospitality room will be open following the installation.

SUNDAY, JUNE 1

8:30 a.m. - 9:15 a.m.	Farewell Breakfast
9:30 a.m. - 11:00 a.m.	Board of Directors' meeting



Pressing Forward in Unity

2014 Annual Meeting
Mississippi Legal Professionals Association
Trustmark Park Holiday Inn
Pearl, Mississippi
May 30-June 1, 2014



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Scrip Ticket

	Member	Guest
Registration fee		
Friday night food		
Friday CLE (3 hours)		
members \$ 20.00		
Non-members \$ 40.00		
(PLEASE NOTE: There will be a separate registration form for the seminar; those registrations and fees will be submitted to the Seminar Chair and are not included in the scrip ticket total; however, for planning purposes, please check if you will be attending the seminar)		
Saturday Breakfast		
Saturday Luncheon		
Saturday Banquet (choose one)		
• Bayou Pasta (Bowtie pasta w/fresh vegetable cream sauce and grilled chicken) .		
• Sirloin (12 oz sirloin w/seasoned mashed potatoes and steamed vegetables)		
Sunday Breakfast		
Total (excludes seminar)		

Name & Certification, if any: _____

Chapter: _____

Address: _____

Guest(s): _____

The registration deadline is May 15, 2014, after which a late fee of \$5.00 will be assessed. Please make your check payable to MSLPA Convention Account and send to:

Sue Allmon, PLS
56 Steelman Road
Purvis, MS 39475

LODGING:

A block of rooms has been reserved at Trustmark Park Holiday Inn at the rate of **\$89.00 per night** (king or double). You can book your room reservation on-line or by contacting the hotel at 1-800-465-4329 or 601-939-5238. (If booking on-line, the Group Code is MLP). **The room block is good through May 15, 2014**, after which time there is no guaranteed room rate.

MEETING INFORMATION AND DRESS:

All meetings will be held at the Trustmark Park Holiday Inn. A social time will be held on Friday night following the seminar. Dress for the meeting is business attire; dress for the banquet is church/business.

Mississippi Legal Professionals Association

Presents

A CONTINUING LEGAL EDUCATION SEMINAR

in conjunction with the
2014 Annual Meeting

DATE: Friday, May 30, 2014

TIME: 5:30 p.m. – 7:45 p.m.

PLACE: Trustmark Park Holiday Inn
Pearl, MS

COST: \$20 for members/\$40 for non-members

DAUBERT MOTIONS/
MOTIONS IN LIMINE

5:30 p.m. – 6:30 p.m.

Presented by:

Wesley Mockbee, Esq.

JURY INSTRUCTIONS

6:45 p.m. – 7:45 p.m.

Presented by:

Lesa Hall, Esq.

Early registration is encouraged, but will also be accepted at the door on the day of the seminar.

Registration will begin at 5:30 p.m. For more information contact Barry Pickreign, Seminar Chair at (228) 383-3984 or by email at barry.pickreign@gmail.com.

Mississippi Legal Professionals Association
CLE SEMINAR REGISTRATION FORM

NAME: _____ CERTIFICATIONS: _____

ADDRESS: _____

E-MAIL: _____ PHONE: _____

CHAPTER: _____ AMOUNT ENCLOSED: \$ _____

MISSISSIPPI BAR NO.: _____

Please mail registration form and check for the correct amount payable to Mississippi Legal Professionals Association to:

**Barry Pickreign
1224 29th St., Apt. A1
Gulfport, MS 39501**

Spell Checker

This Has Been Spell Checked

Eye halve a spelling chequer
It came with my pea sea
It plainly marques four my revue
Miss steaks eye kin knot sea.
Eye strike a key and type a word
And weight four it two say
Weather eye am wrong oar write
It shows me strait a weigh.
As soon as a mist ache is maid
It nose bee fore two long
And eye can put the error rite
Its rare lea ever wrong.
Eye have run this poem threw it
I am shore your pleased two no
Its letter perfect awl the weigh
My chequer tolled me sew.

**MINUTES OF THE MISSISSIPPI LEGAL PROFESSIONALS
ASSOCIATION MEMBERSHIP MEETING
NOVEMBER 2, 2013
LAUREL, MISSISSIPPI**

President Jamie Roddey, PLS, called the meeting to order at 10:10 a.m., with the invocation given by Nancy Gates, PP, PLS, CLAS, Gulf Coast LSP.

WELCOME

President Jamie Roddey, PP, PLS welcomed those in attendance and expressed her appreciation to Pine Belt Legal Professionals Association for their hospitality.

The Pledge of Allegiance was led by Marilyn Mills and the Mission Statement was read by Misty Lewis PP, PLS. The Code of Ethics was read by Diane Roark, PP, PLS of Jackson LPA.

INTRODUCTIONS

Officers:	President -	Jamie Roddey, PLS, Pine Belt
	President Elect	Loraine Knight, Pine Belt
	Vice President-	Jan Dear, Metro
	Executive Secretary-	Sherry Clark Baran, Gulf Coast
	Treasurer -	Barry Pickreign, Gulf Coast
	Parliamentarian -	Karen Shearer, Jackson
	Executive Advisor -	Reba Peden, PP, PLS, Pine Belt (and NALS 2013 AOE Recipient)

Immediate Past President – Billie Ruddick, PP, PLS

RECOGNITION OF SPECIAL GUESTS:

Karen Kuhn, PP, PLS- NALS Certification Director.

Past Presidents in Attendance:	Billie Ruddick, PP, PLS – Gulfport 1986-1987
	Sue Allmon, PLS – Hattiesburg 1989-1991
	Jamie Roddey, PLS – Laurel 1997-1999
	Theresa Wilson, PP, PLS, Gulfport 2000-2001
	Karen Shearer - Jackson 2001-2002
	Nancy Gates, PP, PLS, Gulfport 2004-2005
	Karen Kuhn, PP, PLS – Gulfport 2005-2006
	Anita Campbell, PP, PLS, Jackson 2007-2008
	Reba Peden, PP, PLS - Tri-County 2009-2010
	Misty Lewis, PP, PLS - Tri-County 2010-2011
	Nancy Gates, PP, PLS, Gulfport 2011- 2012
	Billie Ruddick, PP, PLS – Gulfport 2012-2013

There were no Honorary Members in Attendance and no members at large who attended the meeting.

NALS Current or Past Officers

Karen Kuhn, PP, PLS, NALS Certification
Director

Current Chapter Presidents:

Cindy Brown, Greenwood LPA
Barry Pickreign - Gulf Coast ALSP
Stacey Jackson, Jackson LPA (absent)
Renee Dean, Metro LPA
Lorraine Knight, Pine Belt LP

Current Chapter Directors:

Jennifer Watts, Greenwood LPA (absent)
Nancy Gates, PP, PLS, Gulf Coast ALSP
Marilyn Mills, Jackson, LPA
Francis Brown, Metro LP (absent)
Sue Allmon, PLS - Pine Belt LP

2013 Award of Excellence: Stephanie Spangler (absent)

2013 Cheryl Crayden, PLS, Memorial Scholarship: Donna Pevey (absent)

2013-2014 NALS Committee Members in attendance were as follows;

Karen Kuhn, PP, PLS, Certification Director
Barry Pickreign, Education
Sherry Baran, Text Development
Nancy Gates, PP, PLS, CLAS, Education

Roll Call was called by Executive Secretary Sherry Baran and determined there are 22 members present in good standing and voting.

DIRECTIONS AS TO VOTING was read by Parliamentarian Karen Shearer read the instructions as to voting in our membership meeting.

MINUTES OF THE LAST MEMBERSHIP MEETING:

President Jamie Roddey, PLS recognized Sherry Baran, Executive Secretary, to present the minutes of the May 19, 2013, Membership meeting, held in Ellisville, Mississippi, who moved that the minutes be approved as distributed to the membership. Seconded by Reba Peden, PP, PLS Seconded, said motion unanimously passed.

RECOMMENDATIONS OF THE EXECUTIVE COMMITTEE:

President Roddey recognized Sherry Clark Baran to present a recommendation from the Executive Committee in approving the November 2, 2013, seminar topic of "Leadership Training – Knowing your Committees". Motion carried.

President Roddey recognized Sherry Clark Baran to present a recommendation from the Executive Committee in approving of the dispensing with charging a fee for the November 2, 2014 seminar so that no fee was charged to members and non members, Motion carried.

President Roddey recognized Sherry Clark Baran to present a recommendation for membership approval of setting up a pay pal account that is connected to our checking account in order to pay for our State website, and that local chapters pay their fee by June 1, 2014.

TREASURER'S REPORT:

Barry Pickreign presented the financial report. The report will be filed subject to audit.

CORRESPONDING SECRETARY- Evelyn Harper, PLS was absent but Karen Shearer spoke on her behalf that she was receiving a copy of the roster and that members should contact Evelyn, with current name and address of the person in need. A card of thanks was read by Karen Shearer on behalf of our President Jamie for the generous gift that helped with her medical bills. Also a card of thanks was received by Karen Kuhn on behalf of the association.

OFFICERS' AND DIRECTORS' REPORTS:

President - Jamie Roddey, PLS, Pine Belt, thanked Jan for her endeavors in the membership party and it was a great day for her and her family.

President Elect - Loraine Knight, Pine Belt

Vice President - Jan Dear, Metro spoke about the membership contest and that she needed more members to fill out the forms at each meeting.

Executor Secretary - Sherry Clark Baran, Gulf Coast, no report

Treasurer - Barry Pickreign, Gulf Coast, no further report

Parliamentarian - Karen Shearer, Jackson, spoke on the subject of our standing rules and bylaws and welcomes any and all suggestions about updating them.

Executive Advisor - Reba Peden, PP, PLS, Pine Belt, no report

Past President – Billie Ruddick, PP, PLS, says that Jamie is doing a good job and just wants everyone to be more involved with our local and state chapters.

Karen Kuhn, PP, PLS spoke about the new processes involved in NALS and election that everything was going on track.

COMMITTEE REPORTS:

ADVERTISING- Lisa Roberts, PLS and Stacey Jackson (absent) had written report.

AWARD OF EXCELLENCE- Sue Allmon, PLS had no report

BAR LIAISON – Diane Roark, no report

CERTIFICATION – Nancy Gates, PP, PLS, CLAS, had written report

COMMUNITY SERVICE/ HUMANITARIAN PROJECT- Reba Peden, PP, PLS and Chris Clark had some handouts and a written and verbal report on Hunts for Hero Project and spoke on the event coming up.

CONTINUING LEGAL EDUCATION- Chris Clark

CORRESPONDING SECRETARY- Evelyn Harper, PLS (absent)

COURT OBSERVANCE – Jacqueline Thompson said we had 100% participation this year from every chapter.

DIRECTOR OF PUBLIC RELATIONS: Rick Tyler (absent)

FINANCE CO-CHAIRS – Billie Ruddick, PP, PLS and Renee' Roddey, just wanted everyone to look at the beautiful jewelry for sale and to buy silent auction tickets and support MSLPA.

HISTORIAN – Karen Kuhn, PP, PLS needs pictures of MSLPA events for history book.

MEMBERSHIP and MARKETING Co-Chairs, Jan Dear and Marilyn Mills (this was tabled to later in the meeting in New Business).

NOMINATIONS CHAIR – Tene' Wansley called later for elections of officers.

PROFILE: Jeannie Shaw, PP, PLS (absent) The deadline to submit articles and reports for the Spring Profile is March 15, 2014.

SEMINAR CHAIR – Barry Pickreign, there was discussion on quarterly seminars and what topics. It was agreed that he would work with the Metro Chapter on our February meeting.

SCHOLARSHIP – Renee' Dean, had no report

TECHNOLOGY – Anita Campbell, PP, PLS reminded members to send her information on our state and local chapters so that it can be put on our website especially chapter events.

Director Reports

Cindy Brown, Alternate, Greenwood, had written report.

Nancy Gates, PP, PLS, Gulf Coast ALSP reported that her chapter has 4 new members and had a written report and one new certification.

Marilyn Mills, Jackson, LPA reported on her chapter participating in several charity events.

Renee Dean (Alternate) Presented a script ticket draft for our February, 2014 meeting with Anita Campbell cooking a Marti Gras inspired dinner, with the Membership meeting being at Copeland Cook Taylor & Bush in Jackson, Mississippi. Renee Dean presented Nancy Gates, PP, PLS, CLAS her history book when she was state President.

Sue Allmon, PLS - Pine Belt LP had a written report.

UNFINISHED BUSINESS:

Renee Dean, Metro, Presented a script ticket draft for our February, 2014 meeting with Anita Campbell cooking a Marti Gras inspired dinner, with the Membership meeting being held at Copeland Cook Taylor & Bush in Jackson, Mississippi. Motion to approve script ticket for February meeting was passed.

Karen Shearer and Anita Campbell, PP, PLS reported on the progress of the May meeting to be held in Pearl Mississippi on May 30 – June 1, 2013 at the Holiday Inn in Trustmark Park. The rooms will be \$99.00 per night and we will have a room block for 20 rooms. She asked the membership for approval to sign a contract with the hotel and President Jamie said to do what she needed to do. Script ticket presented by Karen Shearer and Anita Campbell, PP, PLS for the Cost of \$106.00 was approved. Motion carried.

Humanitarian Project- Reba Peden, PP, PLS and Chris Clark. The date was set for April 26, 2014 at Jones Community College in Ellisville, Mississippi for the Hot Coffee Hunts for Heroes Country fair, volunteers are needed to make it a successfully event. There was a written report.

NEW BUSINESS:

MEMBERSHIP and MARKETING Co-Chairs Jan Dear and Marilyn Mills, passed out a handout with several items that we could sell and had some items on hand for members to see such as tumblers, blankets and totes and various other items. It was agreed that we would buy the tumblers and blankets. A motion was made to buy 50 blankets and 50 tumblers to sell for a price cost of \$15.00 each or a combination of the two for \$25.00. Motion passed

Election of 2014 - 2015 MSLPA Officers: Tene' Wansley, Nominations Chair opened nominations from the floor. There being no further nominations, nominations were closed. The tellers for the election were Billie Ruddick, PP, PLS; Renee' Dean; and Sue Allmon, PLS. The following officers were elected to serve 2014 - 2015:

President Elect:	Reba Peden, PP, PLS
Vice President:	Sherry Baran
Executive Secretary:	Barry Pickreign
Treasurer:	Tene' Wansley

Karen Kuhn, PP, PLS gave a verbal report on the 2013 Education Conference and National Forum. She reported on the seminars, the costume winners, and the great speakers. It was also announced that the 2014 Confernce would be held in Houston Texas and the 2015 Conference would be held in Las Vegas Nevada. Reba Peden, PP, PLS won the Award of Excellence, the last meeting she is attending as a NALS board member.

REPORT ON ATTENDANCE:

Sue Allmon, PLS, reported on attending totals of 22 members with 1 guest, with the following chapter breakdown:

1	Greenwood
7	Gulf Coast
6	Jackson
3	Metro
6	Pine Belt
1	Guest
23	Total

Funds total: \$ 115.00

Report on State Fundraiser – Anita Campbell, PP, PLS - \$125.00

State Finance Project, \$240.00

Premier Jewelry: \$86.90

HCHH 50/50 raffle: \$140.00 Jacqueline Thompson won raffle, split \$70.00 each

ANNOUNCEMENTS

ALP, PLS and PP examination given last Saturday in March, deadline for applying is January 1, 2014.

MSLPA February Board of Director Meeting – February 7 -8, 2014 at the office of Copeland Cook Taylor & Bush, Ridgeland Mississippi

NALS Professional Development Conference in Tulsa, OK, February 27, 2014 – March 2, 2014 at the Double Tree Warren Place, Tulsa Oklahoma.

Deadline for submissions to the Spring Profile is March 15, 2014

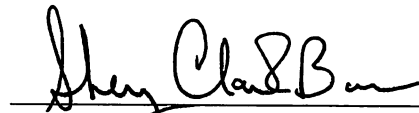
MSLPA Annual Meeting – May 30, 2014 – June 1, 2014, Pearl Mississippi - Hosted by Past Presidents

NALS Annual Education Conference September 27, 2014 - October 5, 2014 in Houston Texas

ADJOURNMENT:

There being no further business, the meeting was adjourned at 12:20 p.m.

Respectfully submitted,



Sherry Clark Baran, Executive Secretary

Approved:

Jamie Roddey, PLS, President

REPORT OF THE PARLIAMENTARIAN

by
Karen Shearer

As you probably know by now, it has been a number of years since the MSLPA bylaws, standing rules and Manual of Policy and Procedure have been updated. In order to bring these documents up to date, proposed modifications were submitted in February and will be brought before the membership for comment and/or adoption at the annual meeting scheduled in May.

To assist you in evaluating these documents in preparation of voting on the proposed amendments, we have prepared a summary of each document to succinctly identify the changes being proposed. These summaries are published in this issue of the *Profile*. However, to get the full picture, we encourage you to review not only these summaries but also the redlined documents which are posted on the state's website at www.mississippilpa.org. To access the proposals, you will need to go to the membership tab and select "meeting materials." Once you are logged in, you will see the documents posted **under committee reports** for the February Board meeting. For additional information regarding the member login and/or password, contact our webmaster Anita Campbell at anitacampbell59@gmail.com or me at shearerks@bellsouth.net.

As noted above, voting on these documents will occur at the annual meeting which will be held May 30-June 1 in Pearl. I hope many of you will make your plans to attend.

I have enjoyed serving as Parliamentarian this year with President Jamie Roddey, the Executive Committee, and YOU – the membership.

SUMMARY OF PROPOSED CHANGES

BYLAWS OF THE MISSISSIPPI LEGAL PROFESSIONALS ASSOCIATION

Cover page - change date from 2008 to 2014

Article I - NAME	no change
Article II - PURPOSE	no change
Article III - MEMBERSHIP	
Section 1 -	no change
Section 2 -	adds a membership classification of “honorary life” members which would conform with member classification in NALS
	Adds “headings” for “Voting Members” and “Non-Voting Members”

Under “voting members”

- 1) Adds definition of Honorary Life members (past presidents)

Comment: The addition of honorary life members would provide for past presidents to be honorary life members automatically, and would alleviate the need to make a past president an honorary member upon his/her retirement from legal work (as has been done in the past). It is important to note that these honorary life members would continue to pay regular dues until retirement, at which time they would be required to pay the retired dues to remain active voting members.

- 2) Changes student members from non-voting members to voting members.

Comment: Previously students members were non-voting members; however inasmuch as the NALS Officer Training Toolkit gives discretion to the chapter as to whether a student or associate member would be permitted to vote, we have proposed that student members be voting members inasmuch as we now have some student members who are serving with committees.

Article IV - DUES AND FEES Adds clarification regarding dues for honorary members.

Comment: NALS requires that to maintain a life membership in NALS, a member must pay state dues. An honorary member who is also a NALS life member would be required to pay at least the “retired” dues in order to maintain their NALS Life Membership.

ARTICLE V - MEMBER MEETINGS AND VOTING

Section 1. Proposes a change in the times of the membership meetings.

Comment: Currently there are two membership meetings – the annual meeting in May and a mid-year meeting in November. We proposed that the first membership meeting will be in September (during which time voting for officers would occur) and the annual meeting continue to be held in May.

Section 2	No change
Section 3	No change
Section 4	No change
Section 5	No change

ARTICLE VI - BOARD OF DIRECTORS - No changes

ARTICLE VII - OFFICERS

Section 1	No change
Section 2	No change
Section 3	Last sentence regarding consent to be elected reworded for clarification.
Section 4	No change
Section 5	No change
Section 6	No change
Section 7	No change

ARTICLE VIII - STANDING AND SPECIAL COMMITTEES

Added section numbers 1 through 5

Added “titles” to sections to conform with other Articles in Bylaws

Section 1	Adds section title - General
Section 2	Adds section title - Nomination and elections
Section 3	Adds section title - Parliamentary; also adds language that Parliamentary is a voting member of the board
Section 4	New section regarding Executive Advisor

Comment: The appointed office of Executive Advisor has traditionally been used but was not included in the language of the bylaws. It is suggested that it be added since the EA is a voting member of the board.

Section 5	New section regarding Audit Committee
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ARTICLE IX - GENERAL PROVISIONS - no change

ARTICLE X - PARLIAMENTARY AUTHORITY - no change

ARTICLE XI - AMENDMENTS - no change

ARTICLE XII - DISSOLUTION OR WITHDRAWAL - no change

STANDING RULES OF THE MISSISSIPPI LEGAL PROFESSIONALS ASSOCIATION

Rule 1 DISTRIBUTION - No change

Rule 2 MEMBERSHIP DUES

Adds dues for Honorary Life Member (same as individual or retired member)

Rule 3 CALENDAR OF EVENTS AND DEADLINES

A. Board Meetings - Changes suggested times for board meetings

Comment: Currently, although the bylaws only call for two board meetings, three are being held: Sunday after annual meeting, August and February. This proposal will reduce the suggested board meetings to two, as is called for in the bylaws. These meetings would be held on the Sunday following the annual meeting and in January. If adopted, the August and February meetings will be eliminated.

B. Membership Meetings

Deletes language regarding “mid-year” membership meeting. The name of mid-year membership meeting would be changed to “first membership meeting.” The suggested date for this meeting would be September, as noted in the bylaws (Article V, Section 1)

C. NOMINATION OF OFFICERS

Changes the deadline for nominating officers from September 1 to July 1 (to conform with change in membership meeting from November to September)

D. AWARD DEADLINE - refers to Award of Excellence deadline - no change

E. PUBLICATION

Changes “mid-year” membership meeting” to “first” membership meeting .

F. CHERYL CRAYDEN PLS MEMORIAL SCHOLARSHIP AWARD - no change

Rule 4. DUTIES OF DIRECTORS - no change

Rule 5. EXPENSES ALLOWABLE -

- A. Gift for outgoing state president - no change
- B. Cost of plaque for Award of excellence - no change
- C. Cost of publishing and mailing state publication - no change
- D. Updated travel expense regulations to remove “annual or regional” and substitute “Educational (annual meeting) and Leadership Conferences.”
Comment: Since Regions have been discontinued, the current language is obsolete.
- E. Gift to NALS President - no change
- F. Annual membership meeting expenses allowed - no change
- G. Expenses for reproducing standing rules and bylaws - no change
- H. Costs of Executive Secretary - no change
- I. Travel/Per diem allowance for organizational meetings - no change
- J. Travel reimbursement to officers to attend meetings of state ASSOCIATION - DELETED
- K. Travel reimbursement to Directors if expenses not paid by local chapter - DELETED

Rule 6. ELECTION AND DESTRUCTION OF BALLOTS - no change

Rule 7. SUPPLIES - DELETED

Only supply item noted in this section was the state brochure. Inasmuch as this brochure is available in PDF format and can be printed in small volume at minimal cost, this expense is not needed

Rule 8. RECOMMENDATIONS, MOTIONS, PROPOSALS AND RESOLUTIONS - renumbered to 7

Rule 9. PROCEDURES OF MEETINGS - renumbered to 8

Section A. Membership -

- 1. Bids - no change
- 2. Local Association responsibility

6th paragraph regarding scrip ticket modified to allow “approximate” cost of planned meals “rounded up to next dollar amount”

Last paragraph - adds wording “at its discretion” regarding late registration fees.

Section B. Board

- 1. Bids - no change

2. Local Chapter Responsibility (see comment below)

Comment: In preparing summary, it is noted that the section title for Membership and Board under #2 should be consistent. Although not submitted in the original proposal, a change should be made in the title either here to conform with A above. *This suggested change should be addressed when the documents are presented for approval.*

Same suggested change in Paragraph 6 as stated under the Membership section above.

Comment: Although not originally presented, I would recommend that paragraph regarding late registration fees be included in this section as well.

Rule 10. MEMBERSHIP MEETING PROCEDURES - renumbered to 9

- A. Keep president and state marketing chair informed of meeting plans - no change
- B. Local Association Responsibility
Rewords Paragraph 2 to remove gender reference

Rule 11. GOVERNING RULES (authority) - renumbered to 10

- A. RULES OF BOARD MEETING - only change is in paragraph 4
change Paragraph 4 to remove gender reference
- B. RULES OF MEMBERSHIP MEETING - only change is in paragraph 4
change “association” to “local chapter” to conform with suggested change in paragraph 4 of Rule 11 A (Rules of Board meeting).

Rule 12. ROSTERS - renumbered to 11

Rule 13. SEMINARS - renumbered to 12

Rule 14. CHERYL CRAYDEN PLS MEMORIAL SCHOLARSHIP AWARD - renumbered to 13

- A. SCHOLARSHIP - first paragraph – adds language that applicants must be sponsored by local chapter and that local chapter can submit more than one applicant for consideration

Rule 15. DISCIPLINARY ACTION - renumbered to 14

New Rule 15 - AMENDMENTS

Provides guidance for amending the standing rules (same as Bylaws, Article XI)

SUMMARY OF PROPOSED CHANGES

MANUAL OF POLICIES AND PROCEDURES

Reference updates will be made throughout the document which include:

- Deleting NALS.org and inserting NALS Officer Training Toolkit.
- Modifying references to specific sections of the bylaws and/or standing rules
- Correcting sections that are not gender neutral
- Some sentences were reworded for clarification

The major changes include:

GENERAL INSTRUCTIONS FOR OFFICERS AND COMMITTEE CHAIRS

Paragraph 4 - Reports

- Add section b regarding providing copies of the reports to the Technology Chair for posting on the website

Paragraph 6 - Expenses

- reword last sentence regarding submission of vouchers and invoices for reimbursement

Paragraph 8 -

- added copy of Manual of Policy and Procedures as a part of the files to be delivered to predecessor

I. OFFICERS

A. President

- Move Paragraph 1 regarding committee preference sheets to the section for President-Elect
- Renumber subsequent paragraphs
- Reworded paragraphs 13(b), 17
- Delete paragraph #21 regarding advertising in NALS and/or Regional meetings

B. President-Elect

- Insert new paragraph 1 regarding committee preference sheets

C. Vice-President - no major change

D. Executive Secretary

- Reworded Paragraph 9 regarding honorary members
- Added new paragraph 10 regarding honorary life members

- Added parenthetical regarding the type minutes for which the Secretary is responsible (See Procedures for Executive Secretary, paragraph 3)
- Notice of Meeting - reworded paragraph regarding reports to reference electronic submission
- Forms ES-3 and ES-4 - corrected to include gender-neutral language

E. Treasurer -

- Introductory paragraph - delete reference to “savings and loan association”
- Duties - paragraph 2 - Noted question regarding furnishing rosters to the state publication chair – not sure what this means but presume it’s the reports received by treasurer when dues are received from NALS – change is probably not required
- Duties - paragraph 6 - QUERY - should this be a responsibility of membership chair?
- Duties - paragraph 11 - change “annual” to “first board of director’s” to conform with historical practice of the Association
- Duties - paragraph 12 - delete reference to program ads for NALS and Region meetings
- Added new paragraph 13 and 14

II. APPOINTED OFFICERS

A. Parliamentarian

- Added Paragraph 5 regarding furnishing copies electronically (email and website) and on paper upon request.
- Paragraph 6 - reworded - no major change
- Rules of the Board meeting, Paragraph 4 - corrected for gender-neutral language
- Rules of Membership meeting - corrected for gender-neutral language

B. Executive Advisor

- added references to bylaws and manual

III. Committee chairs

A. Advertising

- Minor word changes in paragraphs 3, 4 and 6

B. Audit Committee – new section

(subsequent sections renumbered accordingly)

C. Award of Excellence -

- added deadline for receipt of Personal Data forms
- Rules and regulations - add state emphasis in introduction paragraph
- Rule 1 modified to require nominees must actively participate in state meetings
- Rule 3 - added deadline for submitting nominations

- Reversed and renumbered Rules 6 and 5
- Nomination Form - added requirement to actively participate in state association meetings
- Personal Data form - no changes
- D. Bar liaison - minor word changes only
- E. Certification chair
 - Paragraph 10 - change suggested time frame to present pins to newly certified members
- F. Continuing Legal Education Chair
 - Minor word changes to Paragraph 3 and Paragraph 10
- G. Corresponding Secretary - correct bylaw reference
- H. Court Observance chair - correct references
- I. Director of Public Relations
 - Paragraphs 3 and 4 - minor word corrections
- J. Finance Chair
 - Combine paragraphs 1 and 2 and renumbered other paragraphs accordingly
- K. Historian
 - Paragraph 4 - add “as soon thereafter as feasible”
 - Delete Paragraph 7 since Association no longer has a camera
- L. Manual of Policy and Procedures
 - Delete Paragraph 1 regarding storing copies of Manual (now available electronically and can be printed as needed)
 - Paragraph 4 - revise procedure for proposed changes to be reviewed by Parliamentarian who will then submit the proposed amendments to the EC and voting body for review
- M. Marketing Chair - no change
- N. Membership Chair
 - update references
 - add paragraph 10 to present state association pin to members attending state meeting for the first time
- O. Nominations and Elections
 - update references
 - change Paragraph 4 (delete November, insert “first”)
- P. Rules and Regulations chair
 - update references
- Q. Scholarship -
 - Paragraph 11 - add language to maintain list of finalists ranked by 1st, 2nd, or 3rd place (in case the winner does not accept the scholarship)
- R. Seminar chair -
 - minor word change in introductory paragraph
- S. State Publication Chair
 - Minor word change in introductory paragraph

- Paragraph 3, delete reference to first class mail and add distribution method to be electronic
 - Conclusion paragraphs - delete reference to holding extra copies; delete paragraph regarding including roster of state officers and committee (roster procedure in conflict with Standing Rule 11 regarding rosters), and other minor word changes
- T. Technology -
- new paragraphs added

IV. Meetings

- A. Annual meeting chair
- Paragraphs 13, 14, 15, 16 - minor word changes
- B. Membership meeting chair
- Modified to be gender neutral
- C. Board of Director meeting chair
- Modified to be gender neutral
 - Delete Paragraph 7 inasmuch as Profile is distributed only prior to MEMBERSHIP meetings
 - Paragraph 12 - minor word changes
- D. Non-Hosted meetings
- Minor word changes in first paragraph

METRO LEGAL PROFESSIONALS ASSOCIATION

2014-2015 ELECTED OFFICERS



Congratulations! Metro Legal Professionals Association held its 2014-2015 Officer Installation Ceremony on April 22, 2014, at Anjou Restaurant in Ridgeland, Mississippi. Pictured left to right are Jacqueline B. Thompson, President (Copeland, Cook, Taylor & Bush, P.A.), Pam Jones, Vice-President (Baker, Donelson, Bearman, Caldwell & Berkowitz, PC), Roslynn Solis-Champion, PLS, Recording Secretary (Independent Contractual Legal Assistant), Lynn J. Gibbs, Treasurer (Butler Snow LLP), Janice M. Dear, Director (Wilkins Patterson, P.A.). Installation Officers/Counselors were Renee Dean (Metro LPA 2013-14 President), Arthur Thompson (Thompson Transit, LLC), C. Dale Shearer, Esq. (Copeland, Cook, Taylor & Bush, P.A.), and Patricia C. Gandy, Esq. (Director of Mission First Legal Aid Office).

Metro Legal Professionals Association monthly membership meetings are held on the 4th Tuesday of each month offering information to enhance and educate its members and the community about the legal profession and community awareness. Anyone interested in attending the meeting or joining Metro LPA should contact President Jacqueline B. Thompson at 601.427.1260/jbthompson@cctb.com or Vice-President/Membership Chairperson Pam Jones at 601.351.8903/pjones@bakerdonelson.com for more information.



JACKSON LEGAL PROFESSIONALS ASSOCIATION

DIRECTOR'S REPORT

January we elected our new Executive Officers for 2014-2015, as follows: (Installation will be held on April 23, 2014)

President:	Marilyn Mills
Vice President:	Tené Wansley
Secretary:	Amanda Cain
Treasurer:	Honey Brown
Director:	Diane Roark, PP, PLS



We held a Valentine's Day Raffle, which included a bottle of wine, dinner at Shapley's, and movie passes. **CONGRATULATIONS** to our winner, Lacy Reed.

February we hosted our Boss of the Year/Award of Excellence Luncheon co-hosting with Metro LPA. We had a great turnout. Our speaker Arthur S. Johnston, III, Clerk, Southern District of MS was a delight! He shared the new Division

Realignment, his transition to this new position, as well as some humor. JLPA's Boss of the Year recipient for 2013-14 is Caroline Upchurch of Forman Perry Watkins Krutz & Tardy LLP, and the Award of Excellence recipient is Diane Roark, PP, PLS of Wise Carter Child & Caraway, P.A. **CONGRATULATIONS** Caroline and Diane!



The winner of our Scholarship Award is Sheila Toth of Forman Perry Watkins Krutz & Tardy LLP. Sheila is a legal assistant, has been employed with Forman Perry since 2010, and in the legal field since 2001. She was previously employed with Allstate Insurance



Company for 22 years (1978-2000) until their office in Jackson, Mississippi closed. Sheila attended Hinds Community College from 1977-1978. She has returned to Hinds CC to complete a Business Administration degree and plans to attend Belhaven College after graduating to further her education. Because she has a full-time job, she attends classes part-time at night. Sheila decided several years ago to pursue a college degree and she has remained firm in this decision. Our scholarship recipient is definitely deserving of this award!" CONGRATULATIONS Sheila!

Our Membership Party is scheduled for April 12. We look forward to fellowshiping with our members, enjoying some refreshments, and playing some "get to know each other" games!

We will be raffling off a Mother's Day Themed basket which will contain items like candles, gift certificates, bath stuff, etc. – all the things to make her feel extra special! The tickets are \$2 each or 3 for \$5. This raffle is open to anyone who would like to participate. (Tickets are attached, mail payment to Marilyn Mills, P.O. Box 22608, Jackson, MS 39225). The drawing will be held April 30, so all tickets and money need to be received by Tuesday, April 29.

JLPA MOTHER'S DAY BASKET RAFFLE TICKETS

\$2.00 EACH OR 3 FOR \$5.00

 <p>Jackson Legal Professionals Association Basket Raffle*</p> <p>Name:</p>	 <p>Jackson Legal Professionals Association Basket Raffle*</p> <p>Name:</p>	 <p>Jackson Legal Professionals Association Basket Raffle*</p> <p>Name:</p>
<p>Phone:</p>	<p>Phone:</p>	<p>Phone:</p>
<p><i>*Drawing to be held at the JLPA April membership meeting</i></p>	<p><i>*Drawing to be held at the JLPA April membership meeting</i></p>	<p><i>*Drawing to be held at the JLPA April membership meeting</i></p>
 <p>Jackson Legal Professionals Association Basket Raffle*</p> <p>Name:</p>	 <p>Jackson Legal Professionals Association Basket Raffle*</p> <p>Name:</p>	 <p>Jackson Legal Professionals Association Basket Raffle*</p> <p>Name:</p>
<p>Phone:</p>	<p>Phone:</p>	<p>Phone:</p>
<p><i>*Drawing to be held at the JLPA April membership meeting</i></p>	<p><i>*Drawing to be held at the JLPA April membership meeting</i></p>	<p><i>*Drawing to be held at the JLPA April membership meeting</i></p>



The Gulf Coast Association of Legal Support Professionals would like to announce its board of officers for 2014-2015. From left to right is Barry Pickreign, President; Sheryl Rogers, Vice-President; Liz Hollway, Secretary; Henrietta Caranna, Treasurer; and, Nancy Gates, PP, PLS, CLAS, Director.

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NOTICE OF MEETNG

TO: EXECUTIVE COMMITTEE CHAIRS, LOCAL CHAPTER DIRECTORS
AND MEMBERS-AT-LARGE

The **May Board of Directors Meeting** of Mississippi Legal Professionals Association for the fiscal year 2014 - 2015, will be held at Trustmark Park Holiday Inn in Pearl, Mississippi, on **June 1, 2014**. The Meeting will commence at 9:30 a.m.

DIRECTORS

DIRECTORS: In the event the duly elected Director is unable to attend this meeting, your chapter shall elect an Alternate Director from its membership. The Alternate Director shall act only in the absence of the elected and certified Director. In the event the duly elected Director is unable to attend this Board Meeting and an Alternate Director is elected to attend this meeting, certification of the election of an Alternate Director shall be furnished to the Executive Committee, and approved by the Board of Directors. A certification form is attached.

So noticed, this 18th day of April, 2014.

Sherry Clark Baran

EXECUTIVE SECRETARY

Address: 7945 Martin Bluff Road
Gautier, MS 39553

Email: sherrybaran@gmail.com

President Jamie Roddey, PLS
Address: 195 Flem Phillips Road
Laurel, MS 39440

Email: jamieroddey@yahoo.com
or Jamie@sst-lawoffice.com

CERTIFICATION OF ELECTION OF ALTERNATE DIRECTOR

THIS IS TO CERTIFY THAT:

(Name)

(Mailing address)

a member of _____

(Local chapter)

has been duly elected **Alternate Director** of said local chapter to serve only in the absence of the elected Director at the Board of Directors Meeting of the Mississippi Legal Professional Association, to be held on the 1st day of **June , 2014**. Said **Alternate Director** shall act only in the absence of the elected Director.

LOCAL CHAPTER RECORDING SECRETARY

DATED April 18, 2014.

INSTRUCTIONS: (1) Submit original to the Executive Secretary **at least 20 day prior to the meeting at which the Alternate Director will vote to address below:**

Sherry Clark Baran
7945 Martin Bluff Road
Gautier, MS 39553

(2) Jamie Roddey, PLS
195 Flem Phillips Road
Laurel, MS 39440

**FAILURE TO ELECT AND CERTIFY AN ALTERNATE DIRECTOR
AT LEAST 20 DAYS PRIOR TO THE MEETING AT WHICH SAID
ALTERNATE DIRECTOR WILL BE VOTING RESULTS IN THE LOSS
OF YOUR CHAPTER'S VOTE AT SAID MEETING, IF THE DULY
ELECTED AND CERTIFIED DIRECTOR IS NOT PRESENT.**

**MISSISSIPPI LEGAL PROFESSIONALS ASSOCIATION
MEMBERSHIP MEETING
February 8, 2014
Copland Cook Taylor Bush
Ridgeland, Mississippi**

CALL TO ORDER

President Jamie Roddey, PLS, called the meeting to order at 9: 50 a.m.

INVOCATION

Sue Allmon, PLS, Pinebelt

WELCOME

President Jamie Roddey, PP, PLS welcomed those in attendance and expressed her appreciation to Pine Belt Legal Professionals Association for their hospitality.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chris Clark

MISSION STATEMENT

The Mission Statement was read by Evelyn Harper, PLS, Jackson.

CODE OF ETHICS

The Code of Ethics was read by Diane Roark, PP, PLS of Jackson LPA.

INTRODUCTIONS

Officers:	President -	Jamie Roddey, PLS, Pine Belt
	President Elect	Loraine Knight, Pine Belt
	Vice President-	Jan Dear, Metro
	Executive Secretary-	Sherry Clark Baran, Gulf Coast
	Treasurer -	Barry Pickreign, Gulf Coast
	Parliamentarian -	Karen Shearer, Jackson
	Executive Advisor -	Reba Peden, PP, PLS, Pine Belt
		(and NALS 2013 AOE Recipient)

Immediate Past President-Billie Ruddick, PP, PLS

RECOGNITION OF SPECIAL GUESTS: No special Guests in attendance

Karen Kuhn, PP, PLS- NALS Certification Director.

Past Presidents in Attendance:	Billie Ruddick, PP, PLS Gulfport
	Sue Allmon, PLS Hattiesburg
	Jamie Roddey, PLS Laurel
	Theresa Wilson, PP, PLS, Gulfport

Karen Shearer - Jackson
Nancy Gates, PP, PLS, Gulfport
Karen Kuhn, PP, PLS – Gulfport
Lisa Roberts, PLS - Greenwood
Anita Campbell, PP, PLS -Jackson
Reba Peden, PP, PLS - Tri-County
Nancy Gates, PP, PLS - Gulfport
Billie Ruddick, PP, PLS – Gulfport

Honorary Members in Attendance were Lorraine Knight & Evelyn Harper, PP, PLS and no members at large

NALS Current or Past Officers Karen Kuhn, PP, PLS, NALS
Jeannie Shaw, PP, PLS

Current Chapter Presidents: Cindy Brown, Greenwood LP (absent)
Barry Pickreign - Gulf Coast ALSP
Stacey Jackson, Jackson LPA (absent)
Renee Dean, Metro LPA
Lorraine Knight, Pine Belt LP

2013 Award of Excellence: Stephanie Spangler (absent)

2013 Cheryl Crayden, PLS, Memorial Scholarship: Donna Pevey (absent)

2013-2014 NALS Committee Members in attendance were as follows;

Karen Kuhn, PP, PLS (Certification)
Barry Pickreign
Sherry Clark Baran
Nancy Gates, PP, PLS, CLAS

DIRECTIONS AS TO VOTING:

Parliamentarian Karen Shearer read the rules and instructions as to voting.

Roll Call: Executive Secretary Sherry Baran called the roll and determined there are 25 members present in good standing.

MINUTES OF THE LAST MEETING:

President Jamie Roddey, PLS recognized Sherry Baran, Executive Secretary, to present the minutes of the August 10, 2013 Board of Directors meeting, held in Biloxi, Mississippi, who moved that the minutes be approved as distributed to the membership. Said motion unanimously passed.

RECOMMENDATIONS OF THE EXECUTIVE COMMITTEE:

- a. Motion to ratify the Executive Committee's actions in approving the date, time, place, fees, topics, and speakers for the February, 8, 2014 seminar. Motion carried.
- b. Motion to approve the Script ticket and Meeting site for the February 8, 2014 Board of Directors Meeting. Motion carried.

OFFICERS' AND DIRECTORS' REPORTS:

The following officers and directors presented written reports which are attached.

President Jamie Roddey, PLS, thanked Metro for hosting and

President Elect Loraine Knight thanked Metro for hosting and passed out the Committee Preference sheet for the membership to study and see where they could serve our association.

Vice President Jan Dear had a written report and spoke about the Membership drive and how members needed to take responsibility for signing and filing out there information on Membership sheet for the contest.

Parliamentarian: Karen Shearer, Jackson LPA spoke about the proposed bylaw changes we need to review and get the changes to her by February 28, 2014.

Executive Advisor – Reba Peden, PP, PLS had no report

Corresponding Secretary – Evelyn Harper, PLS spoke about one of our long ago members passing.

TREASURER'S REPORT: Barry Pickreign presented written Treasurers report; the report was filed subject to audit.

Current Chapter Directors in attendance all had written reports.

Jennifer Watts, Greenwood LPA

Nancy Gates, PP, PLS, Gulf Coast ALSP

Marilyn Mills, Jackson, LPA

Francis Brown (absent) Pam Jones, Metro LPA

Sue Allmon, PLS - Pine Belt LPA reported that they had 4 new Secondary members and 2 new Pine Belt LPA members.

COMMITTEE REPORTS:

ADVERTISING- Lisa Roberts, PLS no report.

AWARD OF EXCELLENCE- Sue Allmon, PLS had written report for Judges

BAR LIAISON – Diane Roark, no report

CERTIFICATION – Nancy Gates, PP, PLS, CLAS, had written report

CONTINUING LEGAL EDUCATION- Chris Clark no written report

PROFILE: Jeannie Shaw sent word the deadline to submit articles and reports for the Spring Profile is April 1, 2014.

COURT OBSERVANCE: Jacqueline B. Thompson no report

MEMBERSHIP: Jan Dear, Metro - County stated there were two projects being planned. A car show which is being coordinated by Karen Kuhn and Jamie Roddey. Misty stated she was planning a Zumbathon. The Zumbathon would be with a local instructor. There would be two classes one in the morning and one in the afternoon. The cost would be \$10.00 a class or \$15.00 for both. The morning class would be at 10:00am and the afternoon class would be at 2:00pm. Lunch would be from 11:00 -1:00. Profit would go to the Wounded Warriors.

COMMUNITY SERVICE/ HUMANITARIAN PROJECT- Reba Peden, PP, PLS and Chris Clark had a written report on Hunts for Hero Project.

Humanitarian: Reba Peden, PP, PLS reported that the Hot Coffee Hunts for Heros had a Bank account deposit of \$917.00.

UNFINISHED BUSINESS:

Audit Committee, Sue Allmon, PLS reported that the Treasurer needed to do a check register every month: No discrepancies were noted.

NO NEW BUSINESS at this time was reported

Seminars netted \$340.00 minus the \$20.00 for Speaker Gift.

Hunt for Heroes 50/50 raffle netted \$121.00 which was split \$61.00 /60.00

Silent Auction netted \$210.00

Marketing Project (Tumblers) netted \$505.00

REPORT ON ATTENDANCE:

Sue Allmon, PLS, reported on attending totals of 25 members with 1 guest (Cheyenne Roberts) with the following chapter breakdown:

2	Greenwood
7	Gulf Coast
5	Jackson
6	Metro
5	Pine Belt
1	Guest
26	Total

ANNOUNCEMENTS:

NALS Professional Development Conference in Tulsa, OK, February 27, 2014 – March 2, 2014
Deadline for submissions to the Spring Profile is April 1, 2014
Roster forms (state and chapter) are due by March 1, 2014
Application for May ALS exam due April 1, 2014
Application for June ALS exam due April 15, 2014
MSLPA Annual Meeting – May 30, 2014 – June 1, 2014, Trustmark, Pearl Mississippi -
Hosted by Past Presidents

ADJOURNMENT:

There being no further business, the meeting was adjourned at 11:30 a.m.

APPROVED:

Jamie Roddey PLS, President

Sherry Baran, Executive Secretary

What not to do in the interview

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AUTHOR Susan Ricker DATE January 16, 2014



In a job interview, there are plenty of ways to prove to a hiring manager that you're a great fit for the role — highlighting your career wins and achievements, sharing your insights about the industry, aligning yourself with the company's values and so on. And there are also plenty of ways to prove that this isn't the job for you.

A new survey from CareerBuilder finds that nearly half (49 percent) of employers know within the first five minutes of an interview whether a candidate is a good or bad fit for the position, and 87 percent know within the first 15 minutes.

In that amount of time, most job seekers and hiring managers have barely gotten through introductions and the prompt, "Tell me about yourself." So what factors are influencing their decision? In a national survey, more than 2,000 hiring managers and human resources professionals across industries and company sizes shared what mistakes job seekers make in the interview process and the errors that turn them off to a candidate, as well as the most memorable mistakes they've seen.

Consider this your list of what *not* to do in the interview.

Mistakes everybody makes

If you didn't get called back after the interview, you may know why you weren't their top pick. However, most of us are left dazed and confused after the experience, not really sure what happened in there.

Unfortunately, hiring managers are more deft during the process and are judging your every move. What are they seeing? According to employers, the top most detrimental blunders candidates make in interviews are often the most common:

- Appearing disinterested – 55 percent
- Dressing inappropriately – 53 percent
- Appearing arrogant – 53 percent
- Talking negatively about current or previous employers – 50 percent
- Answering a cell phone or texting during the interview – 49 percent
- Appearing uninformed about the company or role – 39 percent
- Not providing specific examples – 33 percent
- Not asking good questions – 32 percent
- Providing too much personal information – 20 percent
- Asking the hiring manager personal questions – 17 percent

Your body language is also being evaluated by hiring managers. Here are the top mistakes employers reported:

- Failure to make eye contact – 70 percent
- Failure to smile – 44 percent
- Bad posture – 35 percent
- Fidgeting too much in one's seat – 35 percent
- Playing with something on the table – 29 percent
- Handshake that is too weak – 27 percent
- Crossing one's arms over one's chest – 24 percent
- Playing with one's hair or touching one's face – 24 percent
- Using too many hand gestures – 10 percent
- Handshake that is too strong – 5 percent

Mistakes nobody should make

Remember that every interview is a chance to improve and make a great impression. If you've made some of the more common mistakes, now's the time to turn things around and act more professionally in front of potential employers.

However, if you've made one of following more memorable mistakes in an interview, here's a stronger piece of advice: Never do that again.


When asked to share the most outrageous mistakes candidates made during a job interview, employers gave the following real-life examples:

- Applicant warned the interviewer that she “took too much valium” and didn’t think her interview was indicative of her personality
- Applicant acted out a Star Trek role
- Applicant answered a phone call for an interview with a competitor
- Applicant arrived in a jogging suit because he was going running after the interview
- Applicant asked for a hug
- Applicant attempted to secretly record the interview
- Applicant brought personal photo albums
- Applicant called himself his own personal hero
- Applicant checked Facebook during the interview
- Applicant crashed her car into the building
- Applicant popped out his teeth when discussing dental benefits
- Applicant kept her iPod headphones on during the interview
- Applicant set fire to the interviewer’s newspaper while reading it when the interviewer said “Impress me”
- Applicant said that he questioned his daughter’s paternity
- Applicant wanted to know the name and phone number of the receptionist because he really liked her

In the end, know that hiring managers are looking for a new team member and want to find somebody that’s a good fit, and aren’t rooting for you to fail. “Employers want to see confidence and genuine interest in the position. The interview is not only an opportunity to showcase your skills, but also to demonstrate that you’re the type of person people will want to work with,” said Rosemary Haefner, vice president of human resources at CareerBuilder. “Going over common interview questions, researching the company, and practicing with a friend or family member can help you feel more prepared, give you a boost in confidence, and help calm your nerves.”

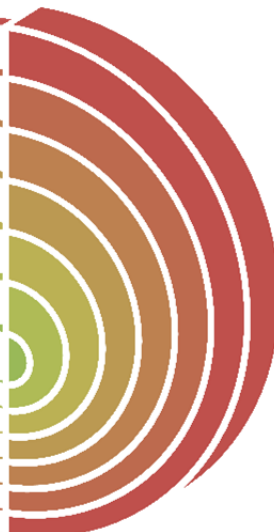
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Jamie Roddey, PLS	
James Van Fleet	
Jesse Van Fleet	
Jeannie Shaw, PP, PLS	
Sheryl D. Rogers	
Sue Allmon, PLS, CFE	



Mississippi Level Professionals Association

Booster Club

Become a "Booster Club Member" today by placing your booster ad in the *Profile*. It's an easy and inexpensive way to show your support for the association. For only \$5.00 per issue, you can show your enthusiasm! Send your completed form and your check to the address below to be included as a booster for the upcoming issue(s) of the *Profile*.

☐ Yes I would like to purchase a booster club ad in the Fall 2014 issue of the Profile for \$5.00

☐ Yes I would like to purchase a booster club ad in the Spring 2015 issue of the Profile for \$5.00

Enclosed is my check in the amount of \$_____ (\$5 per listing per issue) for my support and listing in issues of the Profile, as specified above.

Name: _____
(Individual, business or group to be listed as booster)

Address: _____

Telephone: _____

E-Mail: _____

Chapter: _____

Please make checks payable to: **Mississippi Legal Professionals Association**

Please send checks and completed form to: Jeannie Shaw
14458 Old Highway 49
Gulfport, MS 39503